

SEATTLE POLICE DEPARTMENT BRIEFING ON 2010 RSJI WORK PLANS

June 28, 2010

To: Tim Burgess, City Councilmember, Chair
Public Safety and Education Committee

From: John Diaz,
Interim Chief of Police

Subject: Seattle Police Department presentation on 2010 Race and Social Justice
Initiative Work Plans

I am looking forward to sharing the Seattle Police Department's Race and Social Justice Work Plan with your committee on June 30, 2010.

Despite our difficult financial environment and increasing constituent needs, I am pleased that RSJI continues to be a priority, not only for the Mayor, but for City Council as well. Use of the RSJI filter and the Racial Equity Toolkit in making policy, program and budget decisions is more important than ever in our current environment. Eliminating race-based inequities in our city is difficult work, and requires a long-term commitment. Your shared commitment and support is critical to our success.

The Seattle Police Department has been working on RSJI since the year 2000. Although we will be focusing on our 2010 work plan at the Committee meeting, I also wanted to share some of our accomplishments from previous years:

- Department began formally addressing racial profiling issues in 2000, naming (now Interim Chief) John Diaz to a task force to examine the problem locally. To aid efforts of the taskforce, SPD provided data on 130,000 traffics stops for analysis.
- Beginning with a pilot project in 2002, the Department has installed cameras in all of its police cars to document officer/citizen interaction.
- SPD has established and reaffirmed a "Don't ask" policy with respect to immigration status, to ensure that no one is afraid to report crime or victimization.
- In 2009, the Department began teaching *Perspectives on Profiling*, an interactive program that specifically focuses on race in the law enforcement context. This training will continue through 2010.
- Since 2005, the Department continues to meet or surpass its goals for contracting equity and improving WMBE opportunities.
- Intentional efforts have improved out of class promotional opportunities for under-represented minorities.

The attached table describes our major accomplishments thus far in 2010, as well as some of our challenges. Because of limited time, we won't be able to cover this information in detail, but we will highlight the following:

- The Department's Change Team was re-formed in 2009 and quickly adopted a Charter. The challenge to the team is in recruiting new members who have the time, energy, and motivation to accept this additional responsibility.
- According to a 2008 study by the SOCR, the Department has shown an improvement in knowledge of and understanding of RSJI by SPD employees.
- The Department has trained over 700 employees, to date, using *Perspectives on Profiling*. The training will continue throughout the year.
- The Department has offered *Race: The Power of an Illusion* training to its Change Team and other employees interested in expanding their knowledge of racial issues.
- The Department is now exploring the revision of employee ratings for senior management to include their knowledge and support of RSJI.
- The Department is working with the Civil Service Commission on drafting questions that contain a RSJI component for employee promotional exams.

I look forward to sharing our work, and strategizing with the Committee about how we can collectively work for racial equity.

Cc: Seattle Police Department Change Team
SOCR – Julie Nelson, Glenn Harris and Captain Neil Low